Initiative
Women into Leadership

CROSS-MENTORING PROGRAM

www.iwil.eu

Initiative Women into Leadership e.V.
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CONTENT

Our Mission - 3 -

What's in it for you? - 5 -

Our Nomination Criteria - 6 -

Our Tailored CEO-Plan for you - 7 -

The 3-Pillar-Concept - 8 -

Our Team & Board - 9 -

Selected Member Companies - 10 -

Where to find us... - 11 -

Our Mission

We want to see more women in top management! It is particularly challenging for companies to ensure and internally develop female leadership representation on top level. Our unique crossmentoring program the Initiative Women into Leadership e.V., aims to close this strategic gap in the leadership talent development on the first two levels below top management with sustainable effect.

Our Aim

Our initiative provides an opportunity for companies who wish to actively engage in the process of developing their female leadership talents. Our aim is to achieve a break-through for female leadership talents in cooperation with the member companies and leading personalities - from various backgrounds: economy, culture, media, science, medicine, society and others - who take the position of personal mentors and accompany highly qualified and successful women in the course of the mentoring program on the road to the top of their profession. In this way, we create diversity, drive innovation and most importantly, enable female leadership!

Founded in November 2017, IWiL has been growing continuously and has encouraged so many women to take their next step in their career. However, our work isn't done yet. We still need more women on top level and are dedicated to empower even more women to step up!

Are you ready to take your next career step? Please reach out to us. We are happy to answer your questions and give you more information about our program.

CHRISTINA SONTHEIM-LEVEN

Mentor, Executive Board Member at CEWE Stiftung & Co. KGaA

"I firmly believe that the economy and society will benefit enormously from more women in leadership positions in the medium and long term! That is why I am very happy to support women on their way there as a mentor within the framework of IWiL."

ANDREA WASMUTH

Mentor, CEO at Handelsblatt Media Group

"IWiL's activities and program help to get more women into C-level positions. To commit myself to this purpose and to contribute my own (small) part is a real matter of heart."

CHRISTIAN GLEIMANN

Mentor, SVP HR at E.ON SE

"Feedback from our IWiL participants confirms how valuable Cross Mentoring is for them – while the program lasts, but also long afterwards due to the network that it creates. As a mentor, I am looking forward to making a personal contribution to the network and to promoting top talent from other companies!"

ILSE HENNE

Mentor, CTO & Member of the Board at Thyssenkrupp Materials Services

„I can only encourage in participating in this programme. You get to meet new people, you get to reflect yourself and you get to reflect together with your mentee and the other colleagues in the network on what is going on in the world. And we all know that 2021 was a very powerful year (...) with impacting changes in our world and in our industrial lifes."

What's in it for you?

Our unique cross-mentoring program creates a platform for women aiming at the top level and allows an exchange of experiences with leading male and female personalities across various industries and disciplines. As a result, a personal and close dialogue across company boundaries takes place.

Our Purpose

Programs for women on the 1st and 2nd management level, below top-management, are almost non-existent. How can we increase the number of women in top management positions? It goes without saying that women on the 1st and 2nd management level are contributing to companies' economic output. We don't need scientific studies to prove this. The fact is: a diverse management is always more successful! Thus, it is our mission to increase the level of women on these levels. Our program can help significantly to target already identified female leadership talents and prepare them to for their next career step.

Your Benefit

An exclusive and sustainable network for women at the top level. You will not only receive an individual mentoring program but also access to our exclusive and sustainable network of leading personalities, which enables a wide exchange of experiences beyond corporate mainstream. Our highly qualified mentors are inspirational personalities from large corporations and will accompany you on your way to the top.

Our Target Group

Women who want to take on a leadership position in the next five years. The target group are women of our member companies who have already made substantial progress, such as the third or fourth level below the board of directors in a DAX company or are in the second management level at a DAX subsidiary.

Our Nomination Criteria

*
1. Management Level (Department Management/Director Level)
2. Management Level (Department Head)

TANJA DEUBNER

Mentee 2022

Vice President Strategy at LANXESS

"Being cross-mentored by a high-profile leader and joining a diverse network of determined women is a unique and inspiring opportunity to grow my leadership competencies and gain new perspectives."

CLAUDIA POLLERT

Mentee 2022

Werkleiterin am Standort Sondershausen & CEO Merten GmbH

"IWiL offers me with the Mentee class 2022 the opportunity to expand my professional network with great women leaders and to further my personal development. The exchange with an experienced mentor during the mentoring year will help me to futher develop my leadership skills and to prepare my next professional step."

Our Tailored CEO-Plan for you

How do we get women on top?

Through our innovative and sophisticated hybrid (digital & live) matching process, we match mentees with an individual mentor who is suitable for the mentee's needs and wishes.

JAN FEB MAR APR MAY JUN

Since trust is an important factor in mentoring relationships, the mentees can indicate who they would prefer as a potential mentor.

JUL AUG SEP OCT NOV DEC

To fully satisfy everyone's expectations, mentors and mentees pledge confidentiality and, in a signed 'letter of intent', specify the form of communication (telephone, in person, via skype), the number of meetings, expectations, and goals.

The 3-Pillar-Concept

Member Companies

- are represented by top-level management participating as mentors
- annually nominate female executives into IWiL-mentee-pool
- systematically develop their own high potentials
- present themselves internally and externally as an attractive employer and systematically tie up their talents
- get own organisation engaged and reduce internal resistance for a more diverse leadership team
- comply better to the new ESG standards and respond adequately to the call for more diverse leadership from the capital markets

Mentees

- are offered a tremendous opportunity to become part of an exclusive network and get personal access to top personalities by being nominated in the IWiL-program
- issue a statement for women in leadership positions through their membership and are part of an exclusive crosscompany network
- bring up questions, topics and specific concerns in the meetings and actively use the suggestions, opportunities and contacts offered
- gain internal and external visibility through press coverage helping them succeed in the organization

Mentors

- accompany female executives by sharing personal experiences and questions with the mentees
- issue a statement for women in leadership positions through their membership
- are part of an exclusive cross-company network and render support on personal level
- get valuable external feedback by the means of reverse mentoring
- are highlighted as exceptional executives with a true cause and by doing this, we promote their visibility beyond established leadership roles

Initiative
Women into Leadership

IWiL is a non-profit association founded by companies and leading personalities from science, culture, society, medicine and business who jointly pursue the goal of sustainable promotion of women to the highest management level – fast track to C-level.

We are the only broad cross-mentoring program of top personalities for top women outside their own companies. We create an exclusive platform where personal mentoring becomes possible in a confidential atmosphere.

Do you want to take the next step?

Contact Us.

If you feel inspired by our initiative and would like to become part of it as a corporate member or top personality we look forward to hearing from you. We would be very happy to engage into a first discussion with you and introduce you to IWiL in detail.

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Nicole Riggers
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Selected Member Companies

QIAGEN
AIG
DB
DKV
outokumpu
softwareAG
apoBank Bank der Gesundheit
vitesco TECHNOLOGIES
Nufarm
KANTENWEIN LAW | TAX | AUDIT
Santander
WHU Otto Beisheim School of Management
LATHAM&WATKINS LLP
zeb
DREES & SOMMER
Deka
STRÖER
NOERR
VOLKSWAGEN AKTIENGESELLSCHAFT
e·on
Schneider Electric
GEA Engineering for a better world.
Rheinbahn Einfach. Immer. Da.
IKB Deutsche Industriebank
Schlieter friends EVENTMANAGEMENT
BRENNTAG
thyssenkrupp
BLB NRW
AON
DOUGLAS
SCHAEFFLER
Apollo
CMS law·tax·future
DEW21
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THE GOAL
REPRESENTATION OF WOMEN AT THE TOP LEVEL
We aim to attract leading personalities – from different areas: economy, culture, media, science, medicine, society etc. – who will join our programm as personal mentors and support highly qualified and successful women on their way to the top.
THE TASK
GUIDANCE ON THE WAY TO THE TOP
The Initiative aims to attract leading personalities – from different areas: economy, culture, media, science, medicine, society etc. – who will join our programme as personal mentors and support highly qualified and successful women on their way to the top.
THE IMPLEMENTATION
30 TOP WOMEN TO THE TOP LEVEL PER YEAR
Every year we aim to publicly present a minimum of 30
effectively support and guide them on their
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